DOCUMENT RESUME

ED 294 005 CE 049 998

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TITLE Education for Employment Initiatives/Cities-in-Schools Program.
PUB DATE 31 Mar 88
NOTE 14p.
PUB TYPE Reports - Descriptive (141)

EDRS PRICE MF01/PC01 Plus Postage.
DESCRIPTORS *Career Counseling; Community Organizations; *Dropout Prevention; *Employment Programs; Employment Services; Job Development; *Job Placement; Job Training; Potential Dropouts; School Community Relationship; Secondary Education; *Student Placement; Vocational Evaluation; Youth Programs
IDENTIFIERS *Cities in Schools; Pennsylvania (Philadelphia)

ABSTRACT

The Education for Employment Initiative is a cooperative effort of the School District of Philadelphia, the Pennsylvania Office of Employment Security, and the Private Industry Council to increase the employment opportunities for students and assist them in making the transition from school to work. In the 1987-88 school year, two locations were added to the original four sites. In addition to providing career assessment and counseling, job referral, and preemployment training services, the employment centers in the six schools have a dropout prevention component. The Cities-in-Schools (CIS) program is a coordinated effort of the school district, governmental departments, and community-based organizations to meet the needs of a targeted group of at-risk students and increase their graduation rates. Services, which are delivered during the school day, take the form of re-positioned personnel or special programs and presentations, or they are provided on an as-needed, on-call basis. For the 1987-88 school year, the Pennsylvania Department of Education replicated the Philadelphia CIS model in 14 school districts under the name "Successful Students' Partnership." (Six tables summarize information on attendance rates, services provided, employment center information, CIS program information, participating agencies, and student achievement.) (YLB)

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Education for Employment Initiatives/Cities-In-Schools Program

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Career and Vocational Education

March 31, 1988

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The Education for Employment Initiative is a cooperative effort of the School District of Philadelphia, the Pennsylvania Office of Employment Security, and the Private Industry Council (PIC) to increase the employment opportunities for students and assist them in making the transition from school to work. The Initiative operated at four sites during the 1986-87 school year. They were Germantown, Kensington, Overbrook and West Philadelphia High Schools. The employment centers at each of the sites was staffed by a teacher-coordinator, an out-stationed employment specialist provided by the Pennsylvania Office of Employment Security (PA OES), and part-time clerical support. This school year two additional locations, Edison and Lincoln, are participating.

The roles of the employment centers include:

a. developing employability profiles on the student-clients

b. implementing subsidized employment programs such as Phil-A-Job and the School Year Career Exploration Project

c. developing part-time, summer, and/or full-time jobs for students

d. employment referral, placement, and follow-up

e. facilitating the implementation of pre-employment training courses provided by PIC sub-contractors (CORPP, Impact)

f. providing career assessment and counseling services

g. interfacing with and facilitating the implementation of related school district services such as work experience programs, distributive education programs, cooperative education programs, career development specialists, VICS, and JobSearch.

Last year at the four sites, 1570 employability profiles were developed, 360 students participated in pre-employment training classes provided by PIC sub-contractors, and 625 jobs were developed. This year, in addition to two new sites, the following new strategies are being added to the employment center's activities:

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a. a job-placement performance-based contract has been entered into with the Private Industry Council (PIC)

b. together with the Pennsylvania Office of Vocational Rehabilitation and the Delaware Valley Project Working with Industry, the center will attempt to place special education students who are leaving school in June 1988 in employment positions.

c. a federally-funded subsidized work experience program will place 60 vocational education students in jobs related to their areas of training

d. together with VICS and JobSearch, the employment centers will be implementing CENJOB, a centralized telephone job bank system

e. the Initiative was adopted by Impact Services on October 20, 1987.

In addition to providing career assessment and counseling, job referral, and pre-employment training services, the employment centers in the six schools have a dropout prevention component. The Cities-In-Schools (CIS) Program is a coordinated effort of the School District, governmental departments, and community-based organizations to meet needs of a targeted group of at-risk students and increase their graduation rates. Services are delivered to students during the school day. They take the form of re-positioned personnel, special programs and presentations, and/or on a as-needed on-call basis. Last year over 80 services lent their expertise in the areas of career counseling, drug/alcohol abuse education, family counseling, health services, tutoring, recreation services, human relations retreats, services to runaways, and child abuse counseling. Participating agencies include Voyage House, Fellowship Farm, ASPIRA, LuLac, CORPP, Impact Services, Boys'/Girls' Club, VISTA, Woodrock, Child Abuse Prevention Effort (CAPE), Temple University Teen Clinic, Family Service, BEBASHI, Crisis Intervention Network, Spruce Family Planning Clinic, Bell Telephone of Pennsylvania, and Junior Achievement (See Table IV). Approximately 100 (ninth and tenth graders) students receive services at each site. Also, CIS coordinates its services with other School District programs, such as Pupil Personnel and Counseling, VICS, Career and Vocational Counseling, School-Community Coordinators, Comprehensive Services to School-Age Parents, Desegregation, Chapter I Reading

and Mathematics, and Substance Abuse Prevention (Rites of Passage).

Other important components of the CIS program:

a. rostering students to a core of common classes to make monitoring student progress easier and to provide for a coordinated instructional program

b. encourage parental participation through the use of letters, phone calls, open houses, home visits by school-community coordinators, and visiting parents to special events

c. motivation system where students are rewarded for attaining pre-determined goals (incentives include tickets to sporting and entertainment events, pizza parties, skating parties, and fast food coupons are provided to CIS free or at reduced prices)

d. closely monitoring student performance in class, attendance, and punctuality

e. students received pre-employment training by PIC sub-contractors and, if promoted, are placed in summer jobs.

For this school year, the Pennsylvania Department of Education (PDE) is replicating the Philadelphia CIS model in fourteen school districts under the name "Successful Students Partnership." In Philadelphia, using these funds, CIS programs have been planned, developed and implemented at Franklin High School, and three junior high schools, Cooke, Penn Treaty, and Jones. Jones and Penn Treaty are feeders of Kensington. Also, together with Woodrock and Beaver College, a CIS program is operating at a feeder of Jones, H.A. Brown Elementary School.

During the 1986-87 school year, the CIS program operated at the four employment center sites (Germantown, Kensington, Overbrook, West Philadelphia), two junior high schools (Jones and Penn Treaty) and H.A. Brown Elementary School. At each of these sites, the at-risk students served by CIS had higher attendance and promotion rates than their age-grade peers in the general school population and lower dropout rates. The attendance rate of the CIS students exceeded that of the comparison groups by ten percentage points and their dropout rate was 59% of that of the comparison students. The post-summer school promotion rate of the CIS students was 81%.

TABLE I

A Comparison Between the Attendance Rates of Cities-In-Schools (CIS) Students and Groups of Comparable Students in Each of the Schools - 1987-1988 School Year

School	Number of CIS Students 1/31/88	Grades of CIS Students	Attendance Rates CIS	Comparable
Edison	60	9	77%	54%
Franklin	150	9-10	65%	63%
Germantown	90	9-10	90%	70%
Kensington	90	9-12	71%	64%
Lincoln	90	9-10	80%	79%
Overbrook	90	9-10	70%	78%
West Phila.	90	10-11	72%	65%
Cooke	60	8	83%	75%
Jones	60	8	65%	69%
Penn Treaty	60	7-8	76%	60%
TOTALS	840	---	76%	68%

NOTES:

1. In each school, the attendance rate of the CIS students exceeded that of that of the camparison group.

2. The comparable groups of students for each school was selected as follows:
   - Edison: attendance rate for all ninth graders
   - Germantown: attendance rate for all ninth and tenth graders
   - Kensington: attendance rate for entire school
   - Lincoln: attendance rate for all ninth and tenth graders
   - Overbrook: attendance rate for all tenth graders, the CIS students are the only ninth graders in the school except for the scholars program
   - West Phila.: attendance rate for all tenth graders
   - Cooke: attendance rate for all eighth graders
   - Jones: attendance rate for entire school
   - Franklin: attendance rate for ninth and tenth graders
   - Penn Treaty: attendance rate for entire school

Table II

Education for Employment Initiative/Cities-In-Schools Program
Summary of Services Provided - Through March 31, 1988

	SERVICES PROVIDED				
SCHOOLS	1	2	2A	3	4
Edison	60	160	85	75	300
Germantown	90	90	80	25	350
Kensington	90	140	80	125	250
Lincoln	90	150	25	--	400
Overbrook	90	40	85	50	300
West Philadelphia	90	90	50	60	300
*Cooke Jr. High	60	N/A	N/A	40	N/A
*Franklin	150	N/A	50	50	N/A
*Jones Jr. High	60	N/A	N/A	30	N/A
*Penn Treaty Jr. High	60	N/A	N/A	30	N/A
Totals	840	670	455	485	1900

* = Cities-In-Schools (CIS) Program Only

N/A = Not Applicable

1 = Number of CIS students served (11/1/87)

2 = Students placed in private employment (A grant from the Pa. Department of Education will fund an additional 10 jobs per high school beginning in February 1988)

2A = School Year Career Exploration Program Job Slots (Begin December 8, 1987)

3 = Students enrolled in or completing pre-employment (PET) courses provided by Private Industry Council (PIC) sub-contractors. (Includes cycle that will begin in February 1988 at each of the sites)

4 = Employability profiles developed

Table III A

EMPLOYMENT CENTER INFORMATION

School:	Edison	Germantown	Kensington	Lincoln	Overbrook	West Philadelphia
Coordinator:	Kurt Grabfelder	Bette Petrow	Edna Mohan	John Murray	Mary Murrell	Judy Abrams
PA Employment Service Specialist:	Bonnie Santini	Roz Paramore	George Kyzyma	Roz Goldstein Richard McCaffery	Mae Taylor	Sylvia Oxman
Room:	311	251	101	109	101C	137
Phone:	225-3250	848-0858	634-0663	332-1840	878-1460	471-0508
School Year Career Exploration Program:	Hartranft	Southwest Germantown Germantown Settlement	Impact	Frankford Group Ministries	CORPP	Urban Coalition
After School PET Program:	Impact	CORPP	Impact	--	CORPP	CORPP
* VISTA:	Angie Pabon	Bruce Martin Janice Manson (Young Life)	--	--	--	Laura Blyth (Great Lakes College Association)

* The number of VISTA volunteers will be increased from four to seven on May 1, 1988

Table III B

Cities-In-Schools Program Only
(Successful Students' Partnership)

School	Franklin	Cooke	Jones	Penn Treaty
Coordinator:	Denise Johnson	Penny Cutler/ Ed Davis	William Morton	James Smith
Room:	413	104	322	3
Phone:	LO7-7045, Ext.45	GL5-1810	739-8322	634-8700
VISTA:	Brenda Elliot	Ellanora Parker	--	--
After-School PET Program:	CORPP	Impact	Impact	Impact

Table IV

Agencies Participating in the
Education for Employment Initiative/Cities-In-Schools Program

(Note: Many of the agencies participate in more than one location)

Adolescent Counseling and Education Center
Advisory Council for Career and Vocational Education
ASPIRA
BEBASHI
Beaver College
Bell Telephone of Pennsylvania - CHOICES Program
Boys'/Girls' Clubs of Metropolitan Philadelphia (Wissahickon Branch)
CHOICE
COHMAR
Center for Effective Public Policy--Peer Focus
Child Abuse Prevention Effort (CAPE)
Cities-In-Schools - Washington, D.C.
Citizens Committee on Public Education in Philadelphia (CCPEP)
Committee to Support Philadelphia Public Schools
Community Leadership Seminars
Community Oriented Police Education (COPE)
Crime Prention Association - R.W. Brown Community Center
Crisis Intervention Network
Community Occupational Readiness Placement Program (CORPP)
Delaware Project Working with Industry
Family Service of Philadelphia
Fellowship Farm
Franklin - Morris Academy
Freedom Theater
Germantown Settlement
Good Shepherd Neighborhood House
Great Lakes College Association
Greater Philadelphia Federation of Settlements
Greater Philadelphia Health Action Plan
Hahnemann Hospital
Haramee Institute
Hartranft Community Center
Impact Services
J & S Personnel Associates, Inc.
Junior Achievement
KYW Television, Channel 3 - "People Are Talking"
Kensington Skating Rink
League of United Latin American Citizens (LULAC)
Leevy, Redcross, and Company
Lutheran Settlement House
Maria DeLos Santos Health Center
McDonald's Family Restaurants
National Dropout Prevention Center
Northwest Community Mental Health Service
OPEN, Inc.
Operating Engineers International Union, Local #542
Parents' Union for Public Schools
Pennsylvania Office for Public Schools
Pennsylvania Office of Employment Security

Table IV (Continued)

Pennsylvania Office of Vocational Rehabilitation
Pennsylvania, University of
Philadelphia Inquirer and Daily News
Philadelphia Cizizens for Children and Youth (PCCY)
Philadelphia, City of
- Department of Human Services
- District Attorney
- Health Department
- Police Department - Project DARE
- Recreation Department
- Youth Services Coordinating Committee

Philadelphia College of Pharmacy and Science
Philadelphia Health Management Corporation
Philadelphia, School District of
- Adopt-A-School
- Career Development Specialists
- Categorical Programs
- Chapter I Reading and Mathematics
- Comprehensive Services to School Age Parents
- Desegregation
- Health Services
- Job Search
- Mission: Excellence
- Priority One Services
- Pupil Personnel and Counseling
- Rites of Passage
- School Community Coordinators
- Home and School Visitors
- School for All Ages
- VICS
- Work Programs including Cooperative Education and Distributive Education

Philadelphia Phillies Baseball Club
Philadelphia School of Office Training (PSOT)
Philadelphia Urban Coalition
Philadelphia Unemployment Project
Phildanco
Private Industry Council
Research for Better Schools
Southwest Germantown Community Development Corporation
Spectrum Group Sales
Spruce Family Planning
Suicide and Crisis Intervention Service
Temple University
Temple University Teen Clinic
Temple University - College of Education
Tenth Annual Youth Symposium on the Holocaust
Tradeswomen of Philadelphia/Women in Non-Traditional Work
United States Department of Commerce, Minority Business Development Agency
Urban League of Philadelphia
Viewpoint Program
Volunteers in Service to America (VISTA)
Voyage House
WDVT - Talk Radio

Table IV (Continued)

WTAF Television, Channel 29 - Newsprobe
WUSL - Power 99 Radio
Walnut Hill Community Development Corporation
West Philadelphia Educational Collaborative
William Penn Foundation
Women Organized Against Rape (WOAR)
Woodrock
Young Life
Youth-At-Risk
Youth Executives of Philadelphia - Project Reachback

AMC Theaters
Artreach
CORA Services
    Adolescent Parent Program
    Adolescent Suicide Prevention Effort
    Truancy Intervention Program
Community Intervention Program
Delaware Valley Association of Black Psychologist
Holocaust Symposium
Juvenile Court Judges' Commission (State of Pennsylvania)
Kensington Hospital
Labor Department - Women's Bureau (United STates)
North, Inc. - WIC Program
Pennsylvania, State of - Department of Human Services (CWEP)
Philadelphia, City of
    Department of Commerce - International Airport
Project PRIDE
Society Hill Playhouse
Temple University - LEAP (School of Law)
World of Difference

TABLE V

A Comparison of the Achievement Student Served by the Cities-In-Schools Program and Groups of Comparison Students Within Their Respective Schools (August, 1987)

	Dropout Rate		After Summer School Promotion Rate	
School	(1) (3)	(2)	(1) (5)	(2)
Germantown	0%	17%	63%	57%
Kensington	19%	22%	79%	49%
Overbrook	0%	13%	88%	75%
West Philadelphia	12%	24%	93%	42%
Jones Jr. High	N/A(4)	N/A	74%	67%
Penn Treaty Jr. High	N/A	N/A	91%	68%
TOTALS	10%	17%	81%	60%

Notes:

(1) = Cities-In-Schools (CIS) Students

(2) = Comparison Students

The comparable students were selected as follows:

GERMANTOWN: All ninth graders at Germantown High School

KENSINGTON: All students at Kensington High School

OVERBROOK: All tenth graders at Overbrook High School, CIS students are the only ninth graders at Overbrook except the scholars program. The CIS students are all ninth-grade repeaters.

WEST PHILADELPHIA: All tenth graders at West Philadelphia High School. The CIS students are all tenth-grade repeaters.

JONES JR. HIGH: All students at Jones Junior High School

PENN TREATY JR. HIGH: All students at Penn Treaty Junior High School

(3) = Includes dropouts and students transferred to non-attender advisories within schools, for comparison groups, only dropouts are included.

(4) = N/A - Not Applicable or Not Available

(5) = Fifty percent (50%) of all West Philadelphia CIS students received a double promotion for Grade 10 and Grade 12; thirty three percent (33%) of Overbrook CIS students received a double promotion from Grade 9 to Grade 11.

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